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ABSTRACT

For the last four years, Wisconsin's rural manpower program consisted of three program units--Rural Services, Migrant Services, and Teacher Placement Services. These services reported to and were coordinated by the Director of Central Operations. Ongoing shifts in program emphasis and an extensive reorganization of the State Employment Service (renamed the Wisconsin Job Service) changed the Central Operations Bureau's missions and its relationship to other bureaus within the agency and to local offices. Local offices merged unemployment insurance and employment service functions. Rural branch and community offices began performing both claimstaking and placement functions. In some rural local offices, Job Service program mergers affected WIN (Work Incentive Program), Food Stamp, and operations funded by CETA (Comprehensive Employment and Training Act). This 1975 annual report presents information on cooperative arrangements with other agencies; staff training; economic developments; farm employment, wage, and unemployment trends; impact of mechanization and marketing practices; special services by migrant coordinators; mobility of rural workers; services to rural clients and minorities; new programs and pilot projects; public relations; evaluation and problems; farm placement operations; day-haul activities; and interstate migrants and seasonal clearance activities. (NQ)

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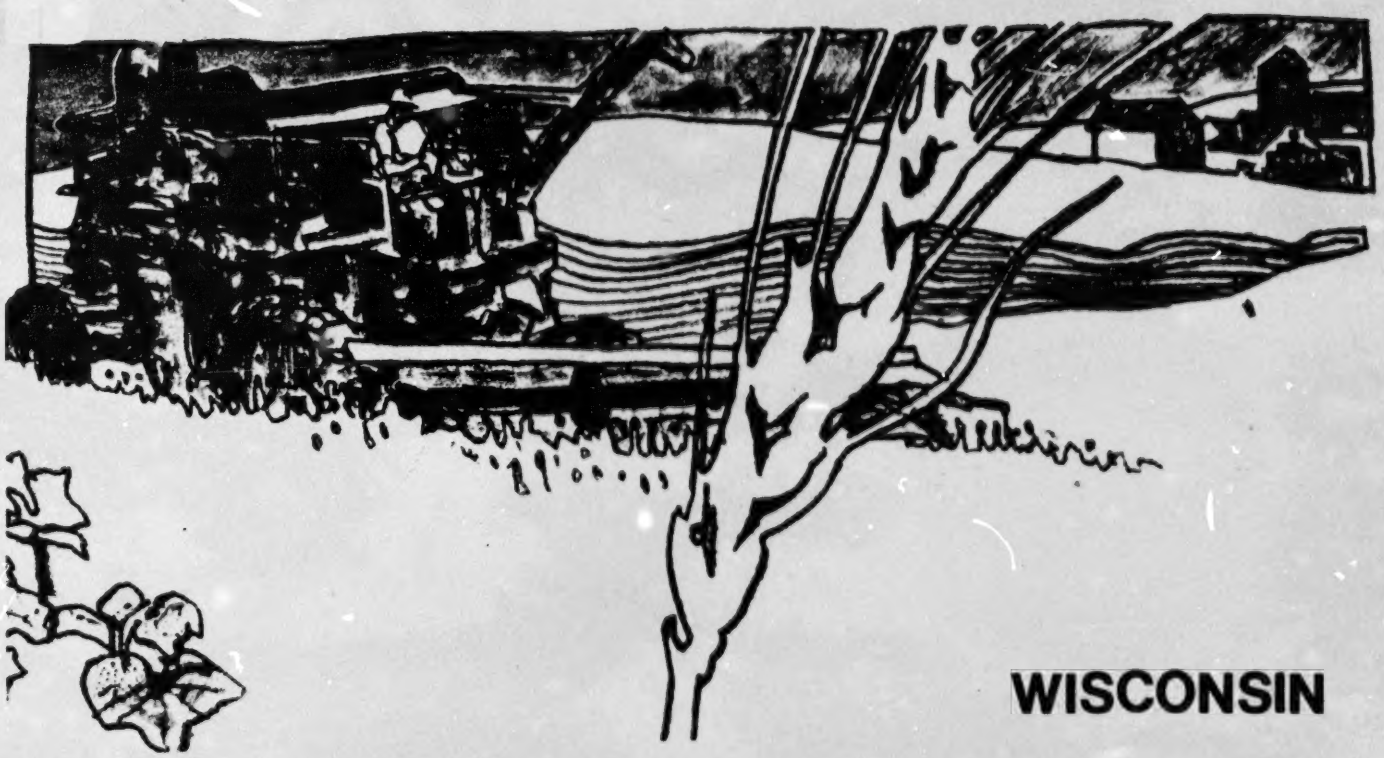

WISCONSIN

MIGRANT AND RURAL SERVICES

Annual Report

1975

RC009464

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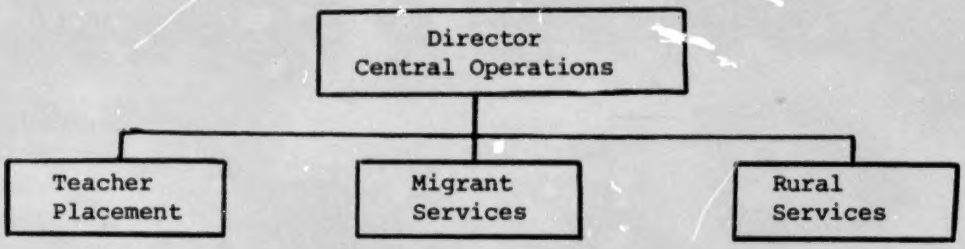
Planning

For the last four years the basic organizational structure of Wisconsin's rural manpower program was substantially the same; three program units, Rural Services, Migrant Services, and Teacher Placement Services reported to, and were coordinated by, the Director of Central Operations. Although Teacher Placement was not a migrant service nor exclusively a rural service, the centralized nature of its function at the time, made it a natural organizational fit within the Bureau of Central Operations. Until very recently, the organizational structure of Central Operations was as follows:



Ongoing shifts in program emphasis and an extensive reorganization of the Wisconsin State Employment Service (now renamed the Wisconsin Job Service) changed the Central Operations Bureau's missions and its relationship to other bureaus within the Agency and to local offices.

When local offices merged unemployment insurance and employment service functions, rural branch and community offices around the state underwent a similar change, with rural staff performing both claimstaking and placement functions.

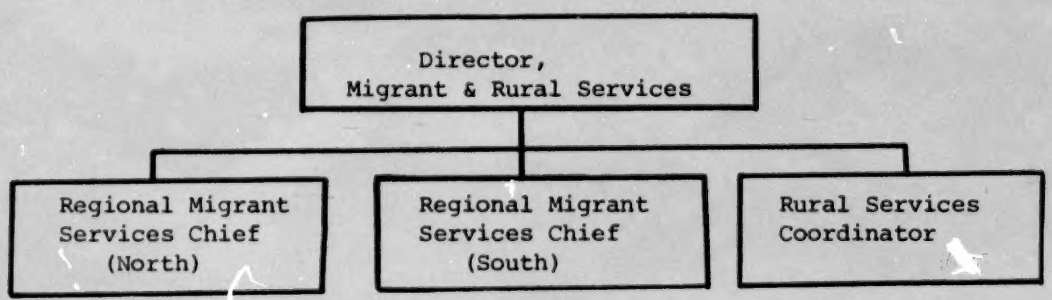
In some local offices in rural parts of the state, Job Service (JS) program mergers went even further, affecting WIN, Food Stamp and CETA-funded operations. Citing the Central Wisconsin district as an example, two WIN (Work Incentive Program) itinerant teams were broken up and staff assigned to each of the district's six offices. Top management in Madison and Wisconsin Rapids (Central Wisconsin District Headquarters) feel that this attempt to pull all programs together under one roof in each office will be another step toward providing equity of access to Job Service clients by making more efficient use of available local office staff. This will also assure the stationing of a full-time counselor in each of the Central Wisconsin districts' six offices.

Changes intended to assure compliance with the Secretary of Labor's Mandates and the Richey Court Order also included last year's merger of Wautoma, Beaver Dam, Racine, and Green Bay migrant services staff with regular local Job Service operations. Although each of these bilingual coordinators remained under the line supervision of the State Migrant Services Chief, they were physically stationed in the local offices, working with local staff.

At the Administrative Office in Madison, line supervision of, and allocation of resources for local office activities, urban and rural, for the last two years has been handled through the Field Operations Bureau. Rural Manpower supervisory staff only identify needs, provide advice, and technical services (subject to veto or approval from the Field Operations Unit). Considerable input concerning rural programs also comes from the WIN Bureau and the Bureau of Manpower Utilization, which handles Job Bank, counseling, testing, and employer relations plus the Bureau of Manpower Programs, which oversees Job Service involvement with CETA and other manpower training and work experience functions.

So complete is the integration of the rural manpower and farm labor service into regular local office Job Service programs, that there is virtually no Interviewer or Job Developer in the state who deals exclusively with farm workers or farm employers. Even migrant area coordinators deal with non-farm employers and applicants as they develop full-time job opportunities for migrants who wish to settle out. As a consequence, Job Service field staff on an almost daily basis, rub elbows with a wide variety of job seekers. With the help of the statewide Job Bank System they are constantly aware of a broad spectrum of agricultural and nonagricultural job openings to which they can refer applicants. Job Bank viewers are part of every district, satellite, branch, and itinerant operation in the state.

Far-reaching organizational changes within the Central Operations Bureau are planned for calendar year 1976, and have already begun at the time of this writing. Based largely on the recommendations of an ad hoc committee working under the Gordon Court Order (Castaneda vs. Carriveau) headed up by the executive secretary of the Governor's Committee on Migratory Labor, this reorganization should enhance the Wisconsin Job Service's ability to identify, cope with, and help solve migrant problems. The Bureau will be renamed the Migrant and Rural Services Bureau. Although reorganization will occur in stages, the basic planned organizational structure that will ultimately result is as follows:



Major features of the reorganization plan include (1) transfer of the Teacher Placement Service out of the bureau; (2) acquisition of the Migrant Housing Inspection and Enforcement Unit from the Safety and Building Division (a state agency outside the Job Service); (3) assignment of eleven year-round bilingual staff to areas of migrant concentration and (4) cross-training of migrant specialists and housing inspectors so that each of the bilingual out-stationed staff are capable of preparing clearance orders, interviewing and placing clients on jobs, trouble-shooting migrant problems, resettling migrants, and certifying migrant housing. The team, formerly made up of seasonal migrant specialists, will in effect become a network of year-round generalists, each providing a wider range of services more intensively to a smaller geographic area.

Benefits to be realized from this change will hopefully include:

1. More thoroughly-trained field personnel with increased accountability.

2. More frequent and better coordinated visits to labor camps, canning plants, and farms.

3. Quicker and more effective response to a wider variety of complaints.

4. A greatly enlarged migrant intake at local offices.

5. Reduction in the number of Department employes contacting each migrant employer.

Cooperative Arrangements with Other Agencies

Close cooperation is promoted between the Wisconsin Job Service and organizations such as the University of Wisconsin Extension Service, State and Area Manpower Planning Councils, and the State Rural Development Committee. Evidence of this includes the recently concluded joint UW Extension - ES Operation Hitchhike project and the Korean 4-H Training Program. Job Service personnel sometimes serve as instructors of University of Wisconsin Extension courses. Currently Job Service staff conduct UW extension courses on "Practical Communication Skills for the Job Seeker." Job Service local office managers serve on and chair Area Manpower Planning Boards. The former head of the Department which administers the Wisconsin Job Service, now directs the State Manpower Planning Council.

Staff Training

Rural Job Service personnel receive substantially the same kind of in-service training as do their urban counterparts. This training generally covers all phases of Job Service program efforts, including Equal Rights, WIN, CETA, Job Bank, Food Stamp, and ESARS orientation.

Completed in CY 1975 was an extensive training program designed to acquaint approximately 450 Wisconsin Job Service employes throughout the state, with rural and migrant needs. This comprehensive effort attempted to reinforce field staff understanding and compliance with the USDOL Secretary of Labor's 13 points and the Monitor Advocate Program. The training project was designed by the Gilbert R. Green Associates and modified for state use by Wisconsin Job Service instructors from the Monitor Advocate's office, Staff Training, Rural Manpower and Migrant Services Sections. Considerable input also came from the United Migrant Opportunities Service, Inc., the Midwest Council of La Raza, and other migrant welfare groups.

Another ambitious training attempt will be undertaken during the spring of 1976 to update Job Service field staff on the Richey Court Order and show them exactly what they must do to comply with the most recent USDOL guidelines. Nearly total coverage of Job Service staff should be achieved during this effort which will be accomplished during March, 1976. Copies of GAL 10-75 will be in the hands of each staff member.

Urban, rural, and Migrant Services JS staff will also receive sensitivity training this spring under the Attitudes, Women and Employment (AWE) Project, sponsored jointly by the Job Service and the National Organization of Women (NOW). Area employers are also invited to participate. The objective of the training is to dispel stereotypes of women's roles in the world of work and help broaden opportunities for women in the Wisconsin labor market.

Bilingual field staff from the Migrant and Rural Services Bureau will continue to receive cross-training in ESARS, Heuristics, Basic Interviewer Training, Employer Services, Extended and Special UC benefits, plus migrant camp inspection and certification. Migrant and Rural Services Supervisors will receive training with emphasis on Management by Objectives (MBO), Public Relations, and Public Information.

Economic Developments

During recent years, the exodus of key industries have plagued both urban and rural Wisconsin. One of the major factors seemed to be the tax and financial climate. The Wisconsin legislature took several steps to improve the situation in 1973 by passing liberalized tax and bonding laws. As a result, by the end of 1975 Wisconsin municipalities had approved 221 million dollars of industrial revenue bonds according to the State Department of Business Development. Reduction of business taxes by the 1973 legislature is felt to have had a good effect on the state's economy despite the recession. Reports from a survey of business executives early in 1975 suggested a positive turnaround in many businessmen's attitudes toward Wisconsin as a good state for business.

State economic planners, increasingly aware of the importance of future balanced economic and social growth within the state, have identified at least some of the components that make up the profile of a growth center. With the support of the Governor's office, the State Department of Administration's Division of Planning is weighing alternatives and developing a long-range plan to stimulate growth in Northern Wisconsin and retard urban sprawl and congestion in Southeastern Wisconsin. Some of this type of thinking has spilled over into the planning and policy-making of agencies including the Job Service and the UW Extension. Consideration of functional economic areas and growth centers has gone into the reorganizing and expanding of local and branch JS offices during the past few years.

Several years ago, under the sponsorship of the State Rural Development Council (in which the UW Extension and Job Service are quite active) a 19 county pilot area in Western Wisconsin was mapped out with the objective of concentrating state, and federal resources into that area to stimulate economic growth and hopefully, to measure the impact of these efforts. This is one of the factors that prompted the expansion of JS operations into Pierce, St. Croix, Barron, Dunn, Polk, and other Northwestern counties during recent years.

Research underway by the University of Wisconsin may have some long-range impact on our economic growth in rural areas. Examples include fish farming or acquaculture, energy from manure (methane systems) and protein from alfalfa.

Although for years, community, industrial, and government planners tended to share the belief that new industry revitalizes rural communities, a recent study by a University of Wisconsin research team implies that fiscal and social costs sometimes outweigh the advantages of industrialization. Conclusions from case studies covering 700 plants reached by the team suggested among other things, that:

1. Often a surprisingly small proportion of the new jobs created by new industry are filled by previously unemployed local people.

2. Newcomers who either commute or relocate to the rural area often take the higher paying jobs because they are more skilled and better educated.

3. Local young people continue to leave the area in search of work despite the new industry even though overall population stabilized or increased.

4. Communities forget the cost of tax concessions and municipal services for new industry when assessing its benefits.

While the research does not constitute a representative sample of all new plants in rural areas, it presents a point of view new and perhaps disturbing to many who have been active on the rural economic development scene during the last few years.

Farm Employment Trends

According to Department of Agriculture estimates, the number of farms in Wisconsin has declined from a high of 200,000 in 1935 to the current low of approximately 103,000. State farm acreage has declined from over 23 million acres to approximately 19 million acres during the same span of time. Following the same trend that has occurred almost everywhere else in the nation, the average size of Wisconsin farms has grown from 118 acres in 1935 to 188 acres forty years later.

Of the 103,000 farms in the state, approximately 53,000 are dairy farms. During the 1960's and until 1974 the number of dairy farms had decreased at a much faster rate than other farms in the state.

Along with these and other developments in farming has emerged a shortage of experienced year-round farm labor. The Wisconsin Job Service, as well as other organizations have become less and less effective in bringing farmers and farm hands together as we've watched non-seasonal agricultural job placements made by our agency tumble from around 1,700 annually in the early 1960's to just a few hundred during the last few years.

Responding to change, many farmers have exercised other options, such as scaling down the size of their operations, mechanizing, converting to less labor-intensive types of farming or combining farming with off-farm employment. Recent estimates indicate that around 30% of Wisconsin farmers hold down second jobs (most of them over 30 hours per week).

According to reports from some midwest college agricultural placement offices, young college men (many with degrees) in small, but growing numbers, are finding spots with large farmers or specialized livestock producers. The number of such openings has been growing as operations have increased in size and as producers recognize the need for people with management potential, not just strong backs. Large farm employers sometimes see the need for college trained personnel with a knowledge of management, bookkeeping, and farm business, who can run cash flows and become involved in the sale of farm products.

To attract these apprentice/managers, pay/benefit packages must rival what industry offers with opportunities to share decisions and see the results. As the trainees develop, farm employers may want to consider profit-sharing or other incentives. The trainees long-range plan, of course, is to save enough money and acquire skills to start his own farm or buy into a going operation.

Impact of Mechanization, Plant Genetics and Marketing Practices on Farm Labor Requirements

No dramatically new developments impacting on the need for seasonal farm labor came to our attention during the 1975 season. Previous annual reports of the last ten years or so have chronicled the development of mechanical cherry shakers, cucumber harvesters, potato diggers, and other aids to farmers and processors. Some Wisconsin fruit and vegetable crops have lent themselves totally to mechanization, others, like cucumbers for pickling and a few other crops are still labor-intensive operations.

Cherry harvesting in Door County is now almost totally handled by mechanical tree shakers or public "pick-your-own" operations. Old timers in the employment service estimated the migrant population in Door County during the 50's and 60's at nearly 10,000. Last year fewer than 200 migrants were employed harvesting Door County cherries.

Mechanical cucumber harvesters, introduced into Wisconsin nearly a decade ago, have a long way to go before completely replacing migrant hand labor during Wisconsin's cucumber harvest.

In spite of this, mechanically-harvested cucumber acreage increased during 1975 to meet the demands of a new processing plant built recently in Central Wisconsin to accommodate a machine harvested product. Special types of cucumbers are being developed which hopefully, when machine harvested, will produce a product widely acceptable to consumers. Currently, most pickles marketed in jars are hand-picked. Most machine picked cucumbers are marketed as relish.

In Wisconsin's food processing industry, production features like continuous cookers and automatic husking systems continue to cut into demand for migrant in-plant workers.

Progressive growers and processors in 1975 found new uses for citizens band radios, pocket calculators, polaroid cameras, and cassette tape recorders as tools to save steps, keep records, and fine tune their competence as managers in the field.

Special Services Rendered by State Migrant Area Coordinators

Two years ago the state JS Migrant Services Section transformed itself from a functional arrangement (with one coordinator responsible for migrant food processing, the other responsible for migrant agriculture) to a geographic set-up with four Migrant Area Coordinators responsible for all migrant JS operations within multi-county districts.

Headquarters were established within JS local offices at Beaver Dam, Green Bay, Racine, and Wautoma. Attempts were made to establish closer working relationships with local office staff who still retain responsibility for providing local labor to area growers and processors. Area Migrant Coordinators were directed to provide farm labor information, help employers plan labor needs, prepare interstate clearance orders for seasonal agricultural and food processing workers, register migrant crews, recruit and refer migrants to seasonal and permanent jobs within the state and trouble-shoot migrant problems as they arose. To supplement Area Coordinators during the busy season, seasonal bilingual Migrant Specialists were also hired to help out. To serve migrants and employers JS Specialists made contacts by frequenting areas of migrant concentration at labor camps, factories, farms, fields, receiving stations, and gathering spots in local communities.

Job Service Migrant Bilingual Specialists headquartered in Green Bay maintained contact with workers and employers in Oconto, Marinette, Brown, Door, and other nearby counties during the tart cherry harvest, the cucumber harvest, and the canning season. Too much rain early in the season, and too much hot, dry weather during the harvest conspired against cucumber growers in the Oconto-Marinette area. Hot, dry weather and wind damage brought about a shortfall in the Door County cherry harvest last year. Specialists on the scene estimate that about 80% of the cherry crop was harvested by mechanical shaker last summer.

Racine-based Bilingual Area Migrant Specialists attempted to cover a seven county area in Southeastern Wisconsin which includes mainly truck farms, nurseries, and sod farms in Racine, Kenosha, Walworth, and Waukesha counties. A few food processing operations are also included in this coverage. Probably a higher percentage of free-wheelers come into this area (migrants without clearance orders or labor contracts) than anywhere else in the state. The potential for migrant resettlement is probably the highest in this area also, as Milwaukee, Racine, Kenosha, Waukesha, and other cities in the area have large Spanish-speaking populations and tend to offer the most non-farm employment opportunities. Resettlement was more difficult to achieve this year, both for UMOS and the Job Service because of the recession.

Wautoma-based Area Bilingual Migrant Coordinators tend to concentrate on migrants and employers harvesting cucumbers, lettuce, mint, and canning peas, corn, and beans. Late season activities also include peppers and christmas tree harvesting. A sporatic and disappointing cucumber harvest created hardships on migrants and growers alike. Flooding in the Red River Valley (North Dakota and Minnesota) drove would-be sugar beet thinners into Wisconsin much earlier than they would normally be expected. A long time lag between the migrants' arrival and the beginning of the cucumber harvest here, forced many because of economic problems, to leave early for their home base in Texas. Average Wisconsin yield per acre of cucumbers for pickling in 1975 increased over 1974 figures but total tonnage for the state declined.

Beaver Dam-based Area Bilingual Migrant Specialists encountered migrant distress (wage, health, employment, and housing problems) and employer's spot labor shortages, but probably not in the same volume as their counterparts in the Wautoma area. Beaver Dam is generally considered as being in the heart of Wisconsin's food processing belt, and most migrant activity around there, with the exception of a few muck farms, centers around the canning industry. Wisconsin processors got the crop "into the can" again in 1975 and according to USDA estimates, Wisconsin retained its title as the leading state in acreage of vegetables for processing. Wisconsin leads the nation in the production of green peas, sweet corn, snap beans, and beets.

Mobility of Rural Workers in All Types of Employment

Recent data supplied by population surveys and economic development experts seem to signal a reversal of the rural to urban population shift. Still highly mobile are workers in the 20 - 39 age group, as well as white collar, professional, and technical workers, who frequently must seek optimum opportunity in the moderate-to-larger size urban centers. Significant numbers of semi-skilled and unskilled workers however, while moving from farm to nonfarm work, have chosen to remain in the rural area.

A paper published last July by the University of Wisconsin Institute of Environmental Studies showed that only one of the state's 36 northern counties declined in population during the period 1970 through 1974. This compares with 24 of the 36 counties losing population due to migration between 1950 and 1960, and 11 counties from 1961 to 1970.

The Institute said possible factors for the recent turnaround included a new awareness of the quality of life in the Rural North compared with city congestion, relatively lower costs of living in the area, creation of more jobs as businesses develop, recovery of timber resources, greater mobility, year-round recreation development and an increase in social services.

Rural Farm and Non-Farm Wage Trends

Although average wages for farm workers rose again during 1975, farm wage earnings in most places still average far below what can be earned by production workers in nearby industrial plants. 1975 reports showed Wisconsin hired farm workers averaging around $450 per month plus free housing. Contrast this with average earnings of around $960 per month for nonfarm production workers in Wisconsin during approximately the same period.

Unemployment Trends

In late 1974 and into 1975 unemployment rates for Wisconsin began to climb as the state started to feel the impact of the recession. Typically, many counties, especially up North, experienced much higher rates than the state average. For example, in December '75 when Wisconsin's overall unemployment rate was 6.8%, Douglas County in the northwestern part of the state registered around 12.1% unemployed.

Services to Farm and Non-Farm Rural Clients

The few Wisconsin agency projects that remain separately identified as migrant or rural manpower programs today, are separated only to satisfy budget and federal reporting requirements. All are under local office line control, and several, like the Janesville ACE (Area Concept Expansion) Project and the Central Wisconsin Area complex of offices, are actually a blend of urban and rural services. According to the 1970 U.S. Census of Population, over 100,000 rural Wisconsin workers commute to places of work outside their county of residence. Job seekers, under arrangements like this, can sometimes enjoy the best of both worlds depending on their life styles, their willingness to commute, and their need for higher pay and job satisfactions.

Under our current Job Service system we have local, branch, or satellite offices spotted around the state in such a fashion that, with the exception of Florence County, state residents are within less than an hour's drive of full services. Our branch offices, in many cases, have counselors, testing specialists, and other supportive personnel right on hand full-time. In areas where they do not, arrangements are made with nearby local offices to share these specialists either on a scheduled basis or by prior appointment with the branches. Through branch offices, itinerant stops and specially scheduled team visits, the Wisconsin agency is present in all counties of the state on at least a part-time basis. Only 12 out of 72 counties don't boast a full-time Job Service office. Compared with 28 offices in 1969, the agency has now expanded to 68.

New Programs and Pilot Projects

During 1975, improvement of our services focused on a migrant program reorganization and continued branch office expansions making it handier for rural clients to reach us. New full-time branches were opened in Chippewa Falls, Hurley, Ft. Atkinson, and Prairie du Chien. Branches may open when funding permits in Arcadia, New Holstein, and Menomonee Falls. The Hitchhike offices in Barron, Ellsworth, Hudson, and Mauston were converted to regular rural branches when special project funds expired at the end of June, 1975.

Concentrated Employment Program (CEP) Centers were converted to Job Service branches in Spooner, Ladysmith, and Medford at the end of June, 1975 under a special project that also includes branches in Hurley and Webster.

A consolidation of WIN, Food Stamp, and other specially-funded programs is being attempted at branch offices within several north central, central, and southern Wisconsin districts.

Wisconsin, Minnesota, Illinois, and Iowa now exchange Job Bank microfiche. Although many technical problems remain to be solved, this should eventually prove a valuable service to rural Wisconsin residents who want to commute to jobs in Dubuque, Minneapolis, Waukegan, Chicago (and its suburbs), and other cities across the state line.

Public Relations

Local radio stations and newspapers in many parts of rural Wisconsin have been generous to us by providing free air time and advertising space. Of special help to us has been the willingness of rural weekly shoppers publications to provide us with free advertising space. In many counties, UW Extension staff and county officials have played a major role in introducing our people to the mass media, as well as key figures to local industry and government. Rural staff make considerable use of county fairs and other get-togethers to publicize JS services.

Rural branch offices are included in a state-wide campaign by our Public Information Office to get the Job Service story before the public. Radio and T.V. spot announcements, videotapes, employer brochures, and presentation kits are being put into the hands of local office staff, T.V., and radio station managers to encourage airing by the media. The Job Service logo is visible on all JS-owned vehicles and most JS staff wear name tags with the Job Service emblem on them.

Special Services to Minorities

As they have in the past, Job Service staff at our Black River Falls, Merrill, and Lac du Flambeau rural offices, themselves Indians, have been instrumental in trouble-shooting Indian problems locally as well as state-wide. In addition to their regular duties, they serve on numerous groups and organizations whose main purpose is to advance the cause of the Native American. A former Antigo rural office manager is now JS Administrative Office Indian Affairs Director with state-wide responsibilities for this target group.

Our rural branch office in Wautoma, our satellite office in Elkhorn, and our local offices in Watertown, Beaver Dam, Fond du Lac, Green Bay, Oshkosh, Waukesha, Appleton, Racine, Kenosha, La Crosse, and Milwaukee, have Spanish-speaking staff available on a year-round basis to serve Chicanos and Puerto Ricans. Permanent outstationed State office bilingual staff are also available to serve migrants and other job-seekers state-wide. (Our migrant program reorganization is described elsewhere in this report). Although the main focus of their attention is migrant and seasonal farm workers, they also frequently deal with the problems of resident Spanish-speaking clients.

Evaluation and Problems

Although the Wisconsin agency is closing the gap between rural staff allocations versus rural clients served and has a high percentage of rural enrollees in Skill Training Programs, there are some isolated instances where services could be improved and strengthened:

A. Buffalo and Trempealeau Counties in West Central Wisconsin, now served by an itinerant point, could very well benefit from the establishment of a Job Service branch office in or near the Arcadia area. Calumet County in eastern Wisconsin might be better served if a branch could be established in New Holstein (this is being seriously considered when funds become available).

B. Counseling services to the Spanish-speaking could be enhanced by the addition of several more bilingual Manpower Counselors to local offices located near areas of high Spanish-speaking client concentration.

C. Some of our rural branch offices and itinerant points are severely under-staffed. This was a problem last year too and is most noticeable in the Lancaster local office area in Lafayette and Iowa Counties. Webster and other branches experience similar problems.

D. Problems associated with record-keeping, planning, and coordination of employer visiting efforts continue to crop up in rural as well as urban offices according to the 1974 and 1975 findings of state/regional monitoring teams.

E. Occasionally Job Service staff, housing inspection officials, and migrant welfare personnel find themselves working at cross-purposes. Closer cooperation has been achieved during recent years between these agencies and the Job Service, but a totally harmonious working relationship still eludes us. Organizational changes described elsewhere in this report may move us a step closer to this goal.

F. Legislation, introduced by the Wisconsin Governor's Committee on Migratory Labor, if passed in 1976, may further strengthen the hand of the Wisconsin Job Service in dealing with migrant problems. Important features will include a written work contract for migrants with a guaranteed minimum number of hours of employment regardless of weather or crop conditions. Other protections concerning hours of employment, payment of wages, and sanitation facilities are also included in this bill.

G. Passage of a tougher Texas labor law last summer may complicate the process by which Wisconsin canners and growers recruit migrant workers. Clarification is being sought through the State of Texas Attorney General's Office.

H. Reconciliation of state and federal migrant housing codes must quickly take place and accountability must be clarified and assigned to state and federal agencies to avoid a major crisis in interstate recruiting and movement of migrants this spring.

5240 Form MA 5-79A. Annual Rural Manpower Report -- Selected Data on Farm Placement Operations

A. Facsimile of the form

RCS OMAS 209

U.S. DEPARTMENT OF LABOR • Manpower Administration ANNUAL RURAL MANPOWER REPORT SELECTED DATA ON FARM PLACEMENT OPERATIONS	STATE CALENDAR YEAR REPORTED
ITEM	NUMBER
SECTION A. DAY HAUL ACTIVITIES AT POINTS OPERATED BY STATE AGENCY	
1. Towns with day-haul points	
2. Number of day haul points	
3. Sum of days day-haul points operated during year	
4. Total number of workers transported during year	
SECTION B. SELECTED SERVICES TO SCHOOL-AGE WORKERS (*under 22 years*)	
5. Supervised camps operated for school-age farm workers	
a. Placements in camps	
6. Placements of school-age workers in supervised live-in farm homes	
SECTION C. SERVICES TO INDIANS LIVING ON RESERVATIONS	
7. Rendered by on-reservation local offices or at itinerant points	
a. Farm placements	
b. Applicant-holding acceptances	
8. Other farm placements of reservation Indians	
SECTION D. OTHER SELECTED DATA	
9. Number of local offices which held farm clinics	
10. Sum of days on which farm clinics were held	
11. Total number of local offices participating in formal community service programs	
12. Peak number of volunteer farm placement representatives	

NOT APPLICABLE

SIGNATURE	TITLE
Stephen W. Cutler	Supervisor, Rural Services

Replaces ES-225 Table 1 which is obsolete

MA 5-79A
Oct. 1973

5241 Form MA 5-79A Worksheet. Day-Haul Activities at Points Operated by State Agency

A. Facsimile of the worksheet

RCS OMAS-209

U.S. DEPARTMENT OF LABOR • Manpower Administration	STATE
DAY-HAUL ACTIVITIES AT POINTS OPERATED BY STATE AGENCY	CALENDAR YEAR REPORTED

TOWN	DAY HAUL POINTS		
	NUMBER	DAYS OPERATED DURING YEAR	WORKERS TRANSPORTED DURING YEAR
I	II	III	IV
NOT APPLICABLE			

SIGNATURE Stephen W Butler

TITLE Supervisor, Rural Serv.

Replaces ES-220 Worksheet A which is obsolete

MA 5-79A Worksheet Oct. 1973

5248 Form MA 5-79B. Annual Rural Manpower Report -- Composition of Interstate Farm Migrant Groups

A. Facsimile of the form

RCS-DMAS-210

U.S. DEPARTMENT OF LABOR • Manpower Administration

ANNUAL RURAL MANPOWER REPORT

COMPOSITION OF INTERSTATE FARM MIGRANT GROUPS

STATE: WISCONSIN

CALENDAR YEAR REPORTED: 1975

SECTION A. MIGRANT GROUP CONTACTS			SECTION B. REPORTING STATE'S RESIDENTS		SECTION C. GROUPS WORKING IN REPORTING STATE	
TYPE	BY REPORTING STATE	WITH REPORTING STATE'S RESIDENTS	TYPE	NUMBER	TYPE	NUMBER
I	II	III	I	II	I	II
1. Total	5,956	NA	2. Total persons	NA	4. Families	1093
a. Crew leaders	21	NA	3. Total workers	NA	5. Unattached males	1446
b. Family heads	1093	NA			6. Unattached females	816
c. Other	7,527	NA				

SECTION D. COMMENTS

SIGNATURE: Stephen W. Cutler

TITLE: Supervisor, Rural Services

Replaces ES-225 Table 2 which is obsolete.

MA 5-79B Oct. 1973

5249 Form MA 5-79C. Annual Rural Manpower Report -- Interstate Seasonal Agricultural Clearance Activities

A. Facsimile of the form

NCS OMAS 211

U.S. DEPARTMENT OF LABOR • Manpower Administration

ANNUAL RURAL MANPOWER REPORT
INTERSTATE SEASONAL AGRICULTURAL CLEARANCE ACTIVITIES

STATE: WISCONSIN
CALENDAR YEAR REPORTED: 1975

ITEM	ORDERS		OPENINGS	
	EXTENDED (Section A) RECEIVED (Section B)	FILLED	EXTENDED (Section A) RECEIVED (Section B)	FILLED
I	II	III	IV	V
SECTION A. REPORTING STATE AS ORDER-HOLDING STATE				
1. Reporting State, TOTAL →	49	48	3857	3812
2. Applicant-holding States involved:				
Florida	1	1	150	124
Louisiana	1	1	35	32
Mississippi	1	1	25	24
New Mexico	1	1	15	15
Puerto Rico	1	1	7	7
Texas	44	43	3625	3610
SECTION B. REPORTING STATE AS APPLICANT-HOLDING STATE				
3. Reporting State, TOTAL →				
4. Order-holding States involved:				

SECTION C. COMMENTS (Use reverse if needed)

SIGNATURE: Stephen W. Butler
TITLE: Supervisor, Rural Serv.

Replaces ES 225 Table 3 which is obsolete

MA 5-79C
Oct. 1973

FACT SHEET

Out-of-State Workers in Wisconsin - 1975
Food Processing and Agriculture

Approximately 5,956 out-of-state workers were in Wisconsin during the 1975 season, with about 1,571 dependents in family units. These figures are based on a combination of Employment Service registration, Monthly in-season labor surveys and reports obtained from employers.

About 3,010 workers were employed in the harvesting of various crops produced in Wisconsin. They were accompanied by 1,210 dependents; mostly children under the age of 16, in a total of 987 family units.

The food processing industry had about 2,946 workers, mostly singles. This season 288 families with 661 dependents came to Wisconsin.

The majority of the workers gave Texas as their home state. Florida, Wisconsin, Mexico, and California were other major home states given by the workers.

Most of the workers came to Wisconsin directly from Texas or other home states. North Dakota, Minnesota, and Florida were other major suppliers of workers.

Wisconsin supplied workers to Florida, Ohio, North Dakota, Illinois, Indiana and other states; though most workers returned directly to their home states upon completion of their work in Wisconsin.

Break-down in the use of out-of-state workers

Crop Activity	Estimated Workers[1]
Food processing	2,943
Cucumber - hand harvest	1,033
Potatoes	228
Head Lettuce	189
Christmas Trees	157
Mint	30
Cabbage	286
Carrots	277
Celery	120
Onions	485
Peppers	128
Tomatoes	35
Mixed Vegetables	566
Sod	253
Nursery	65
Strawberry	45
Apple	59
Chery	129

Characteristics of Out of State Migrants

Total Number of Migrants	7,527
Workers	5,956
Males - 16 years and over	3,363
Females - 16 years and over	2,132
12 years through 15 years	461
Dependents	1,571
Adults - 16 years and over	376
Children - 16 years and under	1,195
15 through 6 years	772
6 years and under	423
Total Families	1,098
Total Singles	2,262
Total Crew leaders	21
Agriculture (total)	4,220
workers	3,010
Males - 16 years and over	1,566
Females - 16 years and over	995
12 through 16 years	449
Dependents	1,210
Families	987
Singles	557
Crew leaders	11
Food Processing (total)	3,307
Workers	2,946
Males - 16 years and over	1,797
Females - 16 years and over	1,137
12 through 15 years	12
Dependents	361
Families	288
Singles	1,705
Crew leaders	10

Characteristics of Workers

Home State		State of Last Employment		State of Next Employment	
Texas	5,239	Texas	3,135	Texas	4,508
Florida	294	North Dakota	546	Florida	367
Wisconsin	84	Minnesota	505	Ohio	343
Mexico	58	Florida	451	North Dakota	202
California	47	Illinois	313	Wisconsin	95
Louisiana	32	Montana	191	Illinois	79
Oklahoma	32	Ohio	114	Indiana	64
Illinois	28	Nebraska	107	Mexico	57
Mississippi	24	Wisconsin	76	Arizona	44
Tennessee	16	Indiana	60	Oklahoma	31
New Mexico	15	Mexico	49	Mississippi	24
Oregon	14	Colorado	47	Idaho	22
Arizona	13	Arizona	44	Minnesota	21
Kansas	13	California	36	Missouri	21
Wyoming	11	Tennessee	35	Michigan	15
Michigan	8	Louisiana	32	Oregon	14
Missouri	8	Michigan	26	Washington	14
Puerto Rico	7	Washington	26	Kansas	12
Iowa	6	Idaho	24	Puerto Rico	12
North Dakota	4	Mississippi	24	Colorado	8
Colorado	2	Wyoming	24	New Mexico	4
New York	1	Oregon	13	California	3
		Puerto Rico	16	North Carolina	3
		New Mexico	15	Louisiana	2
		Oklahoma	13	New York	1
		Kansas	12		
		Missouri	8		
		New York	4		
		Arkansas	3		
		Iowa	2		

Migrant Population by County[1]

County	Workers	Total
Adams	136	189
Brown	13	65
Calumet	87	87
Columbia	565	733
Crawford	12	18
Dane	71	37
Dodge	1,096	1,185
Door	144	144
Fond du Lac	335	349
Green Lake	362	387
Jackson	64	80
Jefferson	184	294
Juneau	100	140
Kenosha	26	38
Langlade	34	34
Manitowoc	49	73
Marinette	226	226
Marquette	295	493
Oconto	169	197
Outagamie	177	268
Ozaukee	203	326
Portage	209	274
Racine	26	40
St. Croix	58	58
Sheboygan	122	122
Vilas	53	53
Walworth	41	56
Washington	136	186
Waukesha	100	103
Waupaca	2	7
Waushara	1,085	1,456
Winnebago	64	80

1/ Because of turnover and the transfer of crews from crop to crop, the total of this column exceeds the number of workers.

Wisconsin Department of
Industry, Labor and Human Relations
EMPLOYMENT SECURITY DIVISION
P. O. BOX 2622
MADISON, WIS. 53701
OFFICIAL BUSINESS

Postage and Fees Paid
Employment Security Mail
LAB-449

LABOR ALERT

January 6, 1975

Subject: Minimum Wage and Posters

Just a reminder . . . that the federal minimum wage rate changed on January 1, 1975, to $1.80 per hour for workers in agriculture and $2.10 per hour for in-plant workers.

We would also take this opportunity to remind you that employers are required by law to prominently display certain posters.

The general posting requirements and ordering points are:

BY FEDERAL GOVERNMENT

Description	Requirements	Order From:
"Notice to Employers-The Fair Labor Standards Act" covering minimum wage and hours of work.	All employers in interstate commerce.	Wage & Hour Division U.S. Dept. of Labor 303 Price Place Madison, WI 53705
Executive Order 11141 Declaring Policy Against Discrimination based on Age (WH1313)	All employers and contractors engaged in performance of Federal contracts.	Wage & Hour Division (see above)
Discrimination Based on Age (WH1289)	All employers with 15 or more employees.	Wage & Hour Division (see above)
Equal Employment Opportunity is the Law (no. 11375) (In Spanish and English)	All employers with 15 or more employees.	Equal Employment Opportunity Comm. 342 N. Water Street Milwaukee, WI 53202

(over)

WSES 3136

Poster: "Safety & Health Protection on the Job" Occupational Safety & Health Act of 1970	All employers (except government)	Occupational Safety & Health Admin. U.S. Dept. of Labor Clark Bldg. room 400 633 W. Wisconsin Ave. Milwaukee, WI 53203 800-621-0523
	BY STATE GOVERNMENT	
Instructions to employees as to claiming unemployment benefits (No. UC-7) (In Spanish & English)	Required of each employer covered by U.C. law.	Unemployment Compensation Division Box 2209 Madison, WI 53701
Fair Employment Practices DILHR-ERD 4351	Required of all employers.	Equal Rights Div. P.O. Box 2209 Madison, WI 53701
Notice on Non-discriminatory Contracts Law (No. ERD-2)	Required of all employers contracting with the state.	Equal Rights Div. (see above) or contracting agency.
Minimum Wage for Adults and Minors (ER-39) (In Spanish and English)	Required of all employers except non-profit and private.	Equal Rights Div. (see above)

NOTE: Other posters as ordered by fire, factory and safety inspectors such as floor capacity, no smoking, etc. may be required. Contact Safety & Buildings Division, P.O. Box 2209, Madison, WI 53701.

Wisconsin Department of
Industry, Labor and Human Relations
EMPLOYMENT SECURITY DIVISION
P. O. BOX 2522
MADISON, WIS. 53701
OFFICIAL BUSINESS

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LAB-449

LABOR ALERT

January 8, 1975

Subject: Law suit

A suit in U.S. District court established that food processors, growers and other employers who engage workers through farm labor contractors or farm crew leaders are "employers" within the meaning of the Fair Labor Standards Act.

The suit charged that the farm crew leader and five food processors and growers were violating the act by paying workers less than the applicable minimum wage and by failing to keep adequate employe records.

The co-defendants agreed they are "employers" as defined by the FLSA and agreed to pay half of the $12,906 in back wages due the employes.

Judge C. Clyde Atkins signed a judgement ordering the crew leader to pay the remaining $6,453 and permanently enjoining him from violating the provisions of the Farm Labor Contractor Registration Act and the Fair Labor Standards Act.

Both federal laws are enforced by the Labor Department.

Legal action followed investigations conducted by the Labor Department's Wage and Hour Division office in Miami.

***

We are sending you this information as a reminder that employers and crew leaders are equally responsible for paying the minimum wage.

WSES 3136

WISCONSIN DEPARTMENT OF
INDUSTRY, LABOR AND HUMAN RELATIONS
EMPLOYMENT SECURITY DIVISION

P. O. Box 2622
Madison, Wisconsin 53701

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Employment Security Mail
LAB-449

JOB SERVICE

LABOR ALERT

July 11, 1975

Subject: Migrant Services and Migrant Housing Merger

On July 7, 1975, the Commissioners of DILHR voted to merge the Migrant Services Section of Rural Manpower - Job Services Division with Migrant Housing Section of Safety and Buildings Division. The merger plans should be final within three weeks.

The merger will operate under Migrant Services-Job Service and will continue to use Chaper 49 - State Migrant Housing Code as the law when inspecting Migrant Labor Camps; whether recruited thru the State Interstate recruitment of Job Service system or not.

We don't forsee very many major changes in the application of the law for the majority of migrant camps in the state, where the operators of the camps have met and maintained the camps at at least the required minimum.

The policy will change for operators who have been lax in maintaining a camp in compliance and relying on an inspector to tell him continously what is wrong in his camp.

Complaints will be give priority. The "up to 5 days for major violations and up to 15 days for minor violations" compliance rule will still apply and will be adhered to. There will be no more voluntary compliance where violations observed in a camp are not written up unless correction of said violation is done while the inspector is present. Camps operating without state certification will be ordered close immediately.

Some duties that were traditionally those of Safety and Buildings Division, i.e. Safety equipment and approval of building plans for camps remain with the S & B division.

By initial agreement the merger will be guided by a committee composed of DILHR, UMOS and the Governor's Committee on Migratory Labor.

For more information contact: Alcario Samudio, Supervisor Migrant Services, 201 E. Washington Ave., Room 203, P.O. Box 2622, Madison, Wisconsin 53701. Phone: 608-266-3115.

WISCONSIN DEPARTMENT OF
INDUSTRY, LABOR AND HUMAN RELATIONS

EMPLOYMENT SECURITY DIVISION

P. O. Box 2622
Madison, Wisconsin 53701

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LAB-449

JOB SERVICE

LABOR ALERT

July 24, 1975

Subject: Crew Leader Registration Act.

We are again reminding employers of migrant workers and crew leaders that under the new amendments of 1974 to the Farm Labor Contractors Act of 1963, you are prohibited from using crew leaders who meet the definition and who are not properly registered and in full compliance with the Department of Labor's rules and regulations.

Attached is a copy of two recent court actions where employers were parties to the violations of the Act.

For more information contact the U.S. Wage and Hour Division of DOL, or Alcario Samudio of Rural Manpower in Madison, 608-266-3115.

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TWO GROWERS FIRST TO BE CITED FOR VIOLATING
NEW FARM LABOR CONTRACTOR RULES

WASHINGTON -- In separate actions, district courts in Orlando, Fla., and Baltimore, Md., have found two growers guilty of violating recent amendments to the Farm Labor Contractor Registration Act (FLCRA) and have ordered future compliance.

The two growers--Killarney Fruit Co. of Killarney, Fla., and Harry Groten of Wanex and Groten Farms, East New Market, Md.--are the first to be cited for violations. Prior to the recent FLCRA amendments, only farm labor contractors and their full-time or regular employees were subject to the law's provisions.

Both parties, which agreed to the courts' decisions, were found guilty of using migrant labor furnished by contractors who were not properly registered with the U.S. Labor Department.

In addition, Killarney Fruit Co. had failed to maintain the required payroll information on migrant workers furnished by contractors.

Both court decisions were made June 30.

The FLCRA amendments, which went into effect in December 1974, extended added protection to migrants. The law is administered by the U.S. Labor Department, Employment Standards Administration, Wage and Hour Division.

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WISCONSIN DEPARTMENT OF
INDUSTRY, LABOR AND HUMAN RELATIONS
EMPLOYMENT SECURITY DIVISION

P. O. Box 2622
Madison, Wisconsin 53701

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LAB-449

JOB SERVICE

LABOR ALERT

September 30, 1975

Subject: Texas Recruitment Law

This notice will serve to alert Wisconsin employers to a new Texas recruitment law (5221 A - 5). All recruiters will be forced to buy a license in Texas. Excluded will be full-time employes of a corporation or company, seasonals or part-time recruiters will have to pay the following minimum. $150.00 for the license, $600.00 state occupational tax and $100.00 per county for occupational tax. A total minimum of $850.00 will be required.

This law was just passed in early summer and most crewleaders had already left the state. This fee will have to be adhered to even if there is an interstate order in clearance. We are presently waiting for an Attorney General's opinion on this from the state of Texas. As soon as one is made we will forward such information. We still do not have anything in writing from Texas. We want to alert you not alarm you.

If more information is needed immediately, it can be obtained by calling, Chief Deputy - Larry Kosta in Austin, Texas, phone: 512-475-2403.

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WISCONSIN DEPARTMENT OF INDUSTRY,
LABOR AND HUMAN RELATIONS
Administrative Division

** Bureau of Research and Statistics **

RURAL MANPOWER REPORT

JOB SERVICE

October 8, 1975

As of the report date in September, a total of 15,601 seasonal workers were employed in rural industry establishments in Wisconsin. The total consists of 11,468 in-plant workers, 935 plant employed field workers and 3,198 agricultural field workers.

Fall field work is moving very rapidly because of excellent weather conditions, and this is reflected in the total number of in-plant workers.

Although only 53 plants reported in September, the average number of workers per plant increased from last month and a year ago. This month the 53 plants averaged 216 workers per plant compared with a month ago when 68 plants reported an average of 180 workers per plant. A year ago September, 80 plants reported an average of 206 workers per plant.

Plant employed field activity is winding down as harvesting is nearing completion. There were only 935 seasonal workers reported in this sector during September with almost all of the workforce being Wisconsin residents (99 percent) as out-of-state workers moved on to other states to harvest other crops.

The agricultural field worker sector also showed decreased activity as employment in this area dipped to 3,198 from 4,963 in August. Most of the decline occurred in the out-of-state portion as it dropped from 2,625 workers in August to 1,042 in September. On the other hand, the number of Wisconsin residents employed in this sector fell only slightly from 2,338 to 2,156 seasonal workers.

DEPARTMENT OF INDUSTRY, LABOR AND HUMAN RELATIONS
Administrative Division

Bureau of Research and Statistics

October 8, 1975
Employment in
Rural Industries Establishments
Plant Workers, Plant Employed Field Workers,
Agricultural Field Workers

	Current		Month Ago		Year Ago	
	Number	% of Total	Number	% of Total	Number	% of Total
ALL ACTIVITIES						
Total	15,601	100.0	19,355	100.0	20,842	100.0
Wisconsin Residents	13,215	84.7	15,015	77.6	16,551	79.4
Out-of-State	2,386	15.3	4,340	22.4	4,291	20.6
PLANT WORKERS	(53 Plants Reporting)		(68 Plants Reporting)		(80 Plants Reporting)	
Total	11,468	100.0	12,269	100.0	16,462	100.0
Wisconsin Residents	10,133	88.4	10,692	87.1	13,076	79.4
17 & Under	779	6.8	1,103	9.0	1,559	9.4
Male	432	3.8	682	5.6	911	5.5
Female	347	3.0	421	3.4	648	3.9
18 & Over	9,354	81.6	9,589	78.1	11,517	70.0
Male	4,547	39.6	4,840	39.4	5,661	34.4
Female	4,807	41.9	4,749	38.7	5,856	35.6
Out-of-State	1,335	11.6	1,577	12.9	3,386	20.6
17 & Under	59	0.5	52	0.4	142	0.9
Male	36	0.3	33	0.3	81	0.5
Female	23	0.2	19	0.1	61	0.4
18 & Over	1,276	11.1	1,525	12.5	3,244	19.7
Male	827	7.2	883	7.2	2,066	12.5
Female	449	3.9	642	5.3	1,178	7.2
PLANT EMPLOYED FIELD WORKERS						
Total	935	100.0	2,123	100.0	1,463	100.0
Wisconsin Residents	926	99.0	1,985	93.5	1,368	93.5
Out-of-State	9	1.0	138	6.5	95	6.5
AGRICULTURAL FIELD WORKERS						
Total	3,198	100.0	4,963	100.0	2,917	100.0
Wisconsin Residents	2,156	67.4	2,338	47.1	2,107	72.2
Out-of-State	1,042	32.6	2,625	52.9	810	27.8

WISCONSIN DEPARTMENT OF INDUSTRY,
LABOR AND HUMAN RELATIONS
Administrative Division

** Bureau of Research and Statistics **

RURAL MANPOWER REPORT

JOB SERVICE

September 5, 1975

The month of August was a good month as far as employment in rural industry establishments was concerned. A total of 19,355 seasonal workers were reported to Job Service. This figure is up from last month's 13,219 workers and last year's level of 18,838 workers.

This total of 19,355 was comprised of 15,015 workers from Wisconsin and 4,340 workers who reside out-of-state. The mix is very similar to last August. This year 77.6 percent of the total workers were local residents and last year 77.4 percent of the total were from Wisconsin.

Plant activity increased from July to August as food processing establishments increased their labor force needs. Although fewer plants are responding to the survey this year, the total number of in-plant workers did not drop that much from last year's level. This year, 68 plants reported a total of 12,269 seasonal workers compared with a year ago August when 83 plants reported 12,985 seasonal workers.

The increase in employment over last year was a direct result of increased field work during the month of August. There were 4,963 workers employed in the agricultural field workers sector this August whereas there were only 3,260 workers employed in this area last year in August.

The plant employed field worker sector decreased from a month ago and also from the year ago level. A year ago August, there were 2,593 workers employed by 83 plants and this year a total of 2,123 workers were employed by only 68 plants. On a plant-by-plant average, both this August and a year ago August averaged 31 plant employed field workers per plant.

Overall, the below normal rainfall in August put further stress on crop development but most crops appear to be coming through as expected. Some of the crops that are doing well in most cases are tobacco, soybeans, oats and most sweet corn. Home gardens have been yielding well this year.

DEPARTMENT OF INDUSTRY, LABOR AND HUMAN RELATIONS
Administrative Division

Bureau of Research and Statistics

September 3, 1975
Employment in
Rural Industries Establishments
Plant Workers, Plant Employed Field Workers,
Agricultural Field Workers

	Current		Month Ago		Year Ago	
	Number	% of Total	Number	% of Total	Number	% of Total
ALL ACTIVITIES						
Total	19,355	100.0	13,219	100.0	18,838	100.0
Wisconsin Residents	15,015	77.6	11,144	84.3	14,584	77.4
Out-of-State	4,340	22.4	2,075	15.7	4,254	22.6
PLANT WORKERS	(68 Plants Reporting)		(65 Plants Reporting)		(83 Plants Reporting)	
Total	12,269	100.0	7,643	100.0	12,985	100.0
Wisconsin Residents	10,692	87.1	6,870	89.9	10,749	82.8
17 & Under	1,103	9.0	746	9.8	1,850	14.3
Male	682	5.6	535	7.0	1,023	7.9
Female	421	3.4	211	2.8	827	6.4
18 & Over	9,589	78.1	6,124	80.1	8,899	68.5
Male	4,840	39.4	3,258	42.6	4,594	35.4
Female	4,749	38.7	2,866	37.5	4,305	33.1
Out-of-State	1,577	12.9	773	10.1	2,236	17.2
17 & Under	52	0.4	35	0.5	152	1.2
Male	33	0.3	23	0.3	83	0.6
Female	19	0.1	12	0.2	69	0.5
18 & Over	1,525	12.5	738	9.7	2,084	16.0
Male	883	7.2	544	7.1	1,306	10.0
Female	642	5.3	194	2.6	778	6.0
PLANT EMPLOYED FIELD WORKERS						
Total	2,123	100.0	2,496	100.0	2,593	100.0
Wisconsin Residents	1,985	93.5	2,315	92.7	2,418	93.3
Out-of-State	138	6.5	181	7.3	175	6.7
AGRICULTURAL FIELD WORKERS						
Total	4,963	100.0	3,080	100.0	3,260	100.0
Wisconsin Residents	2,338	47.1	1,959	63.6	1,417	43.5
Out-of-State	2,625	52.9	1,121	36.4	1,843	56.5

WISCONSIN DEPARTMENT OF INDUSTRY,
LABOR AND HUMAN RELATIONS
Administrative Division

** Bureau of Research and Statistics **

RURAL MANPOWER REPORT

JOB SERVICE

August 6, 1975

Total Employment in rural industry picked up considerably during the month of July. The total employment for all activities reached 13,219 in July, up from 3,568 in June. Last year, the July level was reported to be 13,717 workers.

The employment situation reflects the excellent weather conditions that prevailed in the second half of June and continued into July. Also, plant acreage and crop development are up from last year and are also above normal years.

The total number of seasonal in-plant workers reported to Job Service during July reached 7,643 with 65 plants reporting. Last month, 51 plants completed reports and the total was 1,221. In July 1974, 81 plants reported 8,946 seasonal workers employed in the plants.

On an average per plant basis, the July 1975 average of 118 workers per plant reflects the increased activity over last year at this time. In July 1974, there were 110 seasonal workers employed per plant and last month there were only 24 workers per plant.

Overall, the percentage of Wisconsin residents and out-of-state workers employed in seasonal rural industry employment has remained fairly stable. During the month of July, 84.3 percent of the rural industry employment resided in Wisconsin and 15.7 percent were from out-of-state.

Plant-employed field activities have advanced strongly from June to July. The employment levels went up from 509 workers in June to 2,496 in July. The figure for July is close to last year's July level of 2,536 and there were 16 fewer plants reporting this July.

The agricultural field worker sector also showed the effects of the fine growing conditions during June and July. During July, there were 3,080 agricultural field workers reported compared with 1,838 workers in June and 2,235 workers in July of 1974.

DEPARTMENT OF INDUSTRY, LABOR AND HUMAN RELATIONS
Administrative Division

Bureau of Research and Statistics

August 5, 1975
Employment in
Rural Industries Establishments
Plant Workers, Plant Employed Field Workers,
Agricultural Field Workers

	Current		Month Ago		Year Ago	
	Number	% of Total	Number	% of Total	Number	% of Total
ALL ACTIVITIES						
Total	13,219	100.0	3,568	100.0	13,717	100.0
Wisconsin Residents	11,144	84.3	2,987	83.7	11,609	84.6
Out-of-State	2,075	15.7	581	16.3	2,108	15.4
PLANT WORKERS	(65 Plants Reporting)		(51 Plants Reporting)		(81 Plants Reporting)	
Total	7,643	100.0	1,221	100.0	8,946	100.0
Wisconsin Residents	6,870	89.9	1,208	98.9	7,901	88.3
17 & under	746	9.8	34	2.8	1,162	13.0
Male	535	7.0	32	2.6	761	8.5
Female	211	2.8	2	0.2	401	4.5
18 & over	6,124	80.1	1,174	96.2	6,739	75.3
Male	3,258	42.6	890	72.9	3,935	44.0
Female	2,866	37.5	284	23.3	2,804	31.3
Out-of-State	773	10.1	13	1.1	1,045	11.7
17 & under	35	0.5	1	0.1	54	0.6
Male	23	0.3	1	0.1	43	0.5
Female	12	0.2	0	0.0	11	0.1
18 & over	738	9.7	12	1.0	991	11.1
Male	544	7.1	12	1.0	818	9.1
Female	194	2.6	0	0.0	173	1.9
PLANT EMPLOYED FIELD WORKERS						
Total	2,496	100.0	509	100.0	2,536	100.0
Wisconsin Residents	2,315	92.7	491	96.5	2,331	91.9
Out-of-State	181	7.3	18	3.5	205	8.1
AGRICULTURAL FIELD WORKERS						
Total	3,080	100.0	1,838	100.0	2,235	100.0
Wisconsin Residents	1,959	63.6	1,288	70.1	1,377	61.6
Out-of-State	1,121	36.4	550	29.9	858	38.4

WISCONSIN DEPARTMENT OF INDUSTRY,
LABOR AND HUMAN RELATIONS
Administrative Division

** Bureau of Research and Statistics **

RURAL MANPOWER REPORT

July 2, 1975

Despite a late beginning, the 1975 crop season has made excellent progress to date. The crop season was late getting underway because of unseasonably cold temperatures in the first half of April and heavy rains later in the month.

Wisconsin farmers had a good month during May for planting and early development. Then June had a slow start until the very warm and humid conditions occurred.

Although the crop season is off to a good start, changes in the rural industry reporting system and in personnel has resulted in fewer rural industry processing plant reports this year and the employment totals are reflective of this. Improved rural report efficacy and increased plant reports should be forthcoming.

June employment in rural industry paced up with the advance in the growing season. A total of 3,568 seasonal rural industry workers were reported in June compared with 2,517 in May.

The number of in-plant workers reported more than doubled from May to June; however, seven more plants reported activity in June than reported in May. The worker per plant average in May was 12.5 workers. The average increased to 23.9 workers per plant in June. Thus, the total plant worker increase is due to an increase in plant activity rather than merely an increasing number of plants reporting.

Plant employed field workers increased from 348 in May to 509 in June. However, this number for June one year ago was 972 - a substantial difference probably due to thirty fewer plants reporting in June this year.

Agricultural field workers (employed by contracting growers) increased to 1,838 in June from 1,621 in May. The number in June 1974 was 1,453. The increase of June 1975 from June 1974 is likely a truer representation of crop activity increase because of a better start of the growing season.

DEPARTMENT OF INDUSTRY, LABOR AND HUMAN RELATIONS
Administrative Division

Bureau of Research and Statistics

July 1, 1975
Employment in
Rural Industries Establishments
Plant Workers, Plant Employed Field Workers,
Agricultural Field Workers

	Current		Month Ago		Year Ago	
	Number	% of Total	Number	% of Total	Number	% of Total
ALL ACTIVITIES						
Total	3,568	100.0	2,517	100.0	5,688	100.0
Wisconsin Residents	2,987	83.7	2,261	89.8	5,077	89.3
Out-of-State	581	16.3	256	10.2	611	10.7
PLANT WORKERS	(51 Plants Reporting)		(44 Plants Reporting)		(81 Plants Reporting)	
Total	1,221	100.0	548	100.0	3,263	100.0
Wisconsin Residents	1,208	98.9	539	98.4	3,101	95.0
17 & under	34	2.8	10	1.8	116	3.6
Male	32	2.6	6	1.1	71	2.2
Female	2	0.2	4	0.7	45	1.4
18 & over	1,174	96.2	529	96.5	2,985	91.5
Male	890	72.9	430	78.5	2,297	70.4
Female	284	23.3	99	18.1	688	21.1
Out-of-State	13	1.1	9	1.6	162	5.0
17 & under	1	0.1	1	0.2	3	0.1
Male	1	0.1	1	0.2	1	0.0
Female	0	0.0	0	0.0	2	0.1
18 & over	12	1.0	8	1.5	159	4.9
Male	12	1.0	8	1.5	123	3.8
Female	0	0.0	0	0.0	36	1.1
PLANT EMPLOYED FIELD WORKERS						
Total	509	100.0	348	100.0	972	100.0
Wisconsin Residents	491	96.5	343	98.6	933	96.0
Out-of-State	18	3.5	5	1.4	39	4.0
AGRICULTURAL FIELD WORKERS						
Total	1,838	100.0	1,621	100.0	1,453	100.0
Wisconsin Residents	1,288	70.1	1,379	85.1	1,043	71.8
Out-of-State	550	29.9	242	14.9	410	28.2

La Raza Unida Gets Grant Of $39,000 From The State

9-17-75 JB

The Jefferson chapter of La Raza Unida has been granted approximately $39,000 in state funds to cover operating costs from October 1, 1975, through June 30, 1976, according to Alcario Samudio, advisor to the organization.

La Raza Unida is a nonprofit, nonpolitical group of Mexican-Americans working to help better the living conditions and employment situation for Spanish speaking residents. There are 14 such groups in Wisconsin and according to Samudio two other Wisconsin counties, Dodge and Columbia, may join the La Raza Unida during the next fiscal year.

Samudio described some of the accomplishments of the Jefferson chapter. "For the last nine months we ran a population survey in the county and did a survey of the Spanish-speaking people's problems. Now we will work on the needs assessed in the survey.

"One of the biggest problems is employability especially among the migrant workers in Jefferson County," Samudio continued. "We are trying to get the Chicanos to realize the benefits that go along with a job, such as workman's compensation and insurance coverage for injuries."

La Raza Unida has a self-awareness program to inform the Mexican-Americans about job opportunities available and explain the employment benefits entitled a worker. The program uses audio-visual aids such as films, slides, tapes and guest speakers are invited.

"We are also trying to get migrant workers to relocate in Jefferson County year round," Samudio added.

Alcario Samudio

Through the help of sister organizations in the state, adult education training programs have been established and Jefferson County members are referred to other state groups for adult education programs. The Jefferson chapter works with the Milwaukee chapter providing the Mexican-Americans with a more equitable legal assistance program in Jefferson.

Also the Jefferson chapter hopes to work in harmony with other organizations such as the Health and Social Services, law enforcement and employment agencies to help educate the people about what jobs are available to them in the county and where they can go when a problem arises.

Samudio plans to add two more staff members to the Jefferson office at 124 E. Racine. He also announced plans to merge with the Madison chapter in about five weeks. The merger should be finalized within a month after it is approved by both La Raza Unida boards of directors.

On September 27 at 7 p.m. at San Xavier Catholic School, Lake Mills, the annual La Raza Unida celebration will be held with guest speakers, a queen contest, food and entertainment. Speaking will be Ernesto Chacon, La Raza Unida state chairman and director of the Latin American Union for Civil Rights. Samudio will also give a speech.

Other Wisconsin La Raza Unida organizations include Milwaukee, Appleton, Fond du Lac, Kenosha, Racine, Wautoma, Berlin, Madison, Waukesha, Stevens Point, Whitewater, Belgium and Montello, besides the Jefferson chapter. There are three groups in the Madison chapter: women, student and an adult chapter.

At present the Jefferson chapter of La Raza Unida has over 300 members. In its first phase of organization it received a government grant of $10,000 to conduct the surveys on population of Mexican-Americans in the county and what problems they have.

Life of migrant told students

By SANDI KATH
Northwestern staff writer

WINNECONNE — An estimated 7,000 migrant workers will start coming to Wisconsin in June.

Alan J. Dale, rural Manpower co-ordinator for the Wisconsin Department of Industry, Labor and Human relations, showed slides of migrant workers, their camps and Wisconsin Indians to about 500 students, grades four through seven at Winneconne district schools this week.

He works primarily with migrants and serves Wisconsin employers to help meet labor requirements.

During an interview, Dale commented that starting in June the migrant workers will come to Wisconsin, "peaking in late August." Some 7,000 migrant workers, some bringing their families, will stretch the influx of persons to an estimated 9,000 and will fill the 225 registered migrant camps in the state.

Most are American citizens and come from Texas while others travel from Arizona, New Mexico, Louisiana and Mississippi.

They come to harvest Wisconsin's peas, corn, beans and a variety of other crops and when they are finished in the end of August or September, most leave.

Terming a question about the kind of average pay the workers will get "an impossible question" he said that "in agriculture" they will be paid an average of $1.80 to $2 an hour while in "processing" workers will be paid about $2.10 to $3 an hour.

What is the most difficult problem facing the migrant worker coming to Wisconsin this year?

"There are so many problems," Dale responded, "just being a migrant." He stated that a migrant who comes, for instance, from Texas to Wisconsin without having a definite job lined up may create problems. They are known as "freewheelers."

"Then you get a lot of problems with welfare," he stated.

Asked to describe the migrant, Dale said they are, "People who are basically uneducated and unskilled in technology. It can go on generation to generation."

This year there are going to be more migrant workers, "in many areas," the co-ordinator said, although the demand for the workers has remained "sort of stable for the past two or three years."

Last year it cost the migrant more to travel from his home, sometimes 2,000 miles uway, to come to Wisconsin and the worker was plagued with the question of where to get gasoline and how much more he had to pay for it.

Gas station locations were provided in a pamphlet last year through a clearinghouse in Texas. Station locations were pinpointed showing those that would be open and would serve the traveling migrant. The pamphlets were paid for with federal funds, Dale said.

"They (the gas station operators) didn't give them (migrants) any break on the price," Dale stated, adding, "We viewed that rather dimly."

Slides shown of migrant camp housing depicted what appeared to be substandard housing in some cases, but Dale maintains that Wisconsin has one of the better migrant housing codes.

If a worker hears about a camp with good housing the word will spread and sometimes migrants will come back to the same camp hoping for the housing they had before.

A worker has "no political clout" the co-ordinator stated, for they travel extensively and are not always around in time to vote.

There is an organization to aid migrants. The United Migrant Opportunity Service (UMOS), Milwaukee, has federal funds available to help migrants who wish to relocate. UMOS will find housing and furniture for migrants and place them in work training programs.

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Agency Accused of Hiring Bias

Journal Madison Bureau

Madison, Wis. – The state agency assigned to fight job discrimination discriminated in hiring its migrant housing inspector, the executive director of the Governor's Committee on Migratory Labor told the committee Tuesday.

Ness Flores, the executive director, said the hiring of a white person who had never seen a migrant camp instead of a Chicano who had been a camp inspector was an example of a negative attitude by the Department of Industry, Labor and Human Relations toward all of its migrant programs.

Flores said that there were "moves under the table to block a certain individual from getting the job." He said that the job originally was opened to internal promotion, but when the only employe to apply was Manuel Juarez, a former migrant housing inspector who was working in another DILHR position, the position was opened to outside applicants.

Juarez was not hired, and the job was given to Henry P. Peiss, a real estate firm owner with 17 years of experience in residential and commercial building construction.

"I sat in the oral examining board and in my opinion, none of the persons interviewed were as well qualified as Juarez," Flores said after the meeting.

John Wenning Jr., administrator of DILHR's Safety and Buildings Division, said that if Flores had his way he would make the entire section a minority group and that that wouldn't be right. He said that the two housing inspectors working under Peiss were both Chicanos.

Wenning said that Amancio Chapa, who had served as acting director of the program, could have had the job but chose to resume his duties as a safety specialist in Green Bay.

Juarez said in a telephone interview that he had filed a discrimination complaint with the Equal Employment Opportunity Commission.

Virginia Hart, chairman of the DILHR commissioners, said she had examined records and that the department had followed regular personnel procedures.

The committee authorized an investigation into the situation, selected a committee to meet with DILHR commissioners and will advise the governor of its findings.

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GREEN BAY PRESS-GAZETTE 5-14-75

Migrant Worker Supervision Sought

PRESS-GAZETTE MADISON BUREAU

MADISON — A strong legislative push for a more vigorous program of supervising the employment of migrant and seasonal labor in Wisconsin has begun.

At the initiative of the governor's advisory committee on migratory labor, leading Democrats of both legislative houses have presented a plan to create a separate division of migrant and seasonal farm labor in the state Department of Industry, Labor and Human Relations.

The sponsors were joined by Sen. Walter Hollander of Rosendale, dean of the Republican minority in the state senate, and a retired farmer.

The state's canneries and others now employ fewer migrants for seasonal crop harvesting and processing operations than in earlier times, but the seasonal labor force remains vitally important to a substantial sector of the Wisconsin economy.

Major provisions of the measure would:

Require farm labor contractors to register with the state agency and be prohibited from misleading farm workers as to the terms and conditions of their employment.

Require the certification of farm labor camps by the state and give free access to job sites. Farm workers would also be assured of fredom to invite visitors of their own choice to their residences.

Command all employers of farm workers to pay them the minimum wage and to keep records of wage payments and their conditions and practices of employment.

Restrict the hours of required work to 60 in six days, and 13 hours in any day.

Require the provision of lunch breaks that would not count as hours of labor, and rest periods which would be considered part of the employes working time.

Require the provision of approved sanitation facilities.

Guarantee 45 hours of employment in each consecutive two week period.

5/21/75 MJ

Our Own 'Refugees'

Most of the complaints about bringing Vietnamese refugees to the United States reeked of selfishness and racial intolerance. Yet some spokesmen for America's truly disadvantaged citizens did raise a legitimate point about equality of treatment.

As Carl Holman, president of the National Urban Coalition, wrote: "Something other than mere meanness of spirit is involved when Mexican-American citizens note that similar concern is not shown for their relatives and friends caught up in the crude machinery of our immigration policies; or when advocates for unadopted black and brown American children speak out at a time when public attention is being directed at the plight of Vietnamese children."

For Holman, the question is not the refugees themselves. Rather it is the parallel neglect of miserable — often explosive — social conditions in the United States, notably in the large urban centers where poverty and alienation are concentrated. The answer, of course, is not to subject Vietnamese newcomers to equivalent neglect but to broaden compassion and public policy to reach all of the nation's despairing citizens.

Paul Hedrick Named 'Outstanding Citizen' by Chamber of Commerce

Waushara Argus, Thursday, November 13, 1975

Paul Hedrick, Wautoma, was awarded the Tom Lango outstanding citizen award at the annual Wautoma Chamber of Commerce banquet Sunday, Nov. 9.

Hedrick, manager of the Kirk Co. Christmas tree operation, was cited because he "not only performed more than his community demanded, but one who continually does his utmost for all projects he is connected with," according to Chamber board member Jim Kalkofen, who presented the award.

The outstanding citizen award is named after the late Tom Lango, a promotional force, and one who did much to rejuvenate the Chamber. The accomplishments can be in any field.

"Waushara county is the Christmas tree capital of the world, and the man who oversees most of those acres, also takes time out from his busy schedule to contribute significantly to the community," Kalkofen said.

Some of Hedrick's accomplishments and associations:

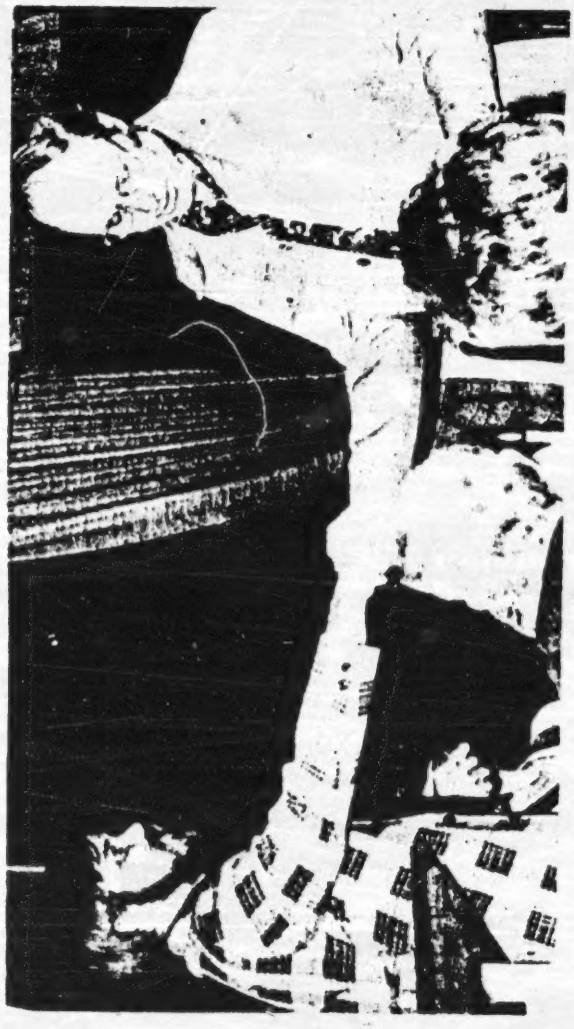
*he designed and built the five signs at the entrances of Wautoma, a project that was only talked about for many years, but finally accomplished this year;

*he is a member or director of: Rotary, Wautoma Improvement association, Lions, Mid-State Snowdrifters snowmobile club, Red Cross, Chamber of Commerce, Waushara country club, Winterfest, Wisconsin and national Christmas tree producers associations;

*he distributes Christmas trees to area hospitals and nursing homes.

Hedrick has been with Kirk Co. since 1948, started planting trees in Waushara county in 1953 and moved his family to Wautoma in 1965.

After receiving his plaque, Hedrick simply looked over the crowd of friends and fellow businessmen and said, "Thank you very much."



OUTSTANDING CITIZEN... Paul Hedrick was named the Tom Lango outstanding citizen of the year at a Wautoma Chamber of Commerce banquet Sunday. Jim Kalkofen presented the award. Hedrick was chosen for his continued efforts and involvement in the community.

Subject: Milwaukee Journal Date: 7/8/75

State Sets Minimum Student Pay

Journal Madison Bureau

Madison, Wis. — Minimum wages for students at private colleges and universities will be at least equal to those paid at public universities under an emergency rule adopted Monday by the state Industry, Labor and Human Relations Commission.

The rule, which will be in effect for 90 days, was requested by the Wisconsin Association of Independent Colleges and Universities.

Students at public universities are exempted from the federal Fair Labor Standards Act and are not covered by the state minimum wage requirement. Students in private institutions, however, are covered by state requirements.

The association said a basic inequity resulted, since the federal act allowed the setting of a lower rate through the exemption.

James Stelsel of the department's Labor Standards Division, said minimum wages for students under the federal law were 85% of the full time wage rate.

The emergency rule will let private colleges and universities employ full time students 18 years of age and older at $1.70 an hour. This will rise to $1.87 on Jan. 1 and $1.96 on Jan. 1, 1977.

The commissioners said that the rule was considered an emergency because the universities are preparing budgets for the fall semester and must take into account wages for student employes.

A hearing on whether to make the rule permanent will be scheduled after Aug. 11.

In other action, the commissioners approved the transfer of enforcement of migrant worker housing inspection from the Safety and Building Division to the Job Service Division. The reorganization, which still must be approved by the Department of Administration and the governor, would place services to migrant workers in one division.

Dec 10/73

Migrant Bill to Be Modified

Journal Madison Bureau

Madison, Wis. – Criticism of the migrant labor bill by migrant employers in the state has prompted a revision of the proposal, the Governor's Committee on Migratory Labor was told here Tuesday. Ness Flores, executive director of the committee, said he was drafting a substitute amendment for the bill that would

Delete a provision giving migrant services officials free access to work sites.

Remove seasonal local employes from the recruitment restrictions under the bill.

Remove the requirement that the Department of Industry, Labor and Human Relations create a division of migrant and seasonal labor. Flores said the department already was arranging consolidation of its migrant services.

Flores said the controversial provisions requiring overtime payments after 55 hours and prohibiting employers from requiring more than 60 hours of work a week were retained.

Identical bills before the Legislature (S-391 and A-805) were heard at a joint hearing of the Senate Governmental and Veterans Affairs Committee and the Assembly Labor Committee earlier this summer.

Separation Urged

Marvin P. Verhulst, legislative representative of the Wisconsin Canners and Freezers Association, said the proposal would never pass unless it was introduced as a series of separate pieces of legislation.

"You have 15 bills in one," he said.

He added that by extending provisions to local seasonal workers, the committee was "creating opposition you wouldn't have to have."

Marion Piper, state co-ordinator of the new Food Stamp Outreach Program, told the committee that in 1974 some 531 migrant families in Wisconsin were started on food stamps.

Alcario Samudio, supervisor of state migrant services, said he believed many of the 12 food stamp outreach workers were used by county offices for other administrative work and "didn't do any outreach at all."

Laurene DeWitt, Marinette, said her Health and Social Services subcommittee would investigate.

Date:

Milwaukee Journal 9/10/75

Too Many Codes

Samudio urged the committee to use its influence to resolve the question of which of three migrant housing codes would be in effect for the next migrant season.

There are two federal codes, including the Occupational Safety and Health Administration (OSHA) regulations, and a state code.

Roman Ramos, of Beaver Dam, a representative of the United Migrant Opportunity Services of Milwaukee, said he believed that Wisconsin inspectors were approving housing that shouldn't be certified. He accused the department's inspectors of incompetency and urged that the supervisor be replaced.

DA Drops Migrants' Complaints

Journal Madison Bureau

Madison, Wis. — James Mack, Dodge County district attorney, has decided not to prosecute a case in which migrant workers alleged discrimination by a Clyman tavern operator.

The state's Equal Rights Division had found that there was "probable cause to believe that discrimination has occurred" after an investigation of the complaints.

Lupe Quiroz and Fernando Garza, both of Col Bravo, Mexico, and Henry Trujillo, Eagle Pass, Tex., had claimed that they were thrown out of Les' Bar and claimed that they were denied access to the tavern Aug. 4 because of their national origin, race and color. They were employed at Aunt Nellies at Clyman.

Marcus C. Olivas, a migrant specialist with the Department of Industry, Labor and Human Relations, said he was denied an opportunity to play pool Aug. 22, according to a complaint he filed.

Lester Loeck, proprietor of Les' Bar, said in a telephone interview: "There isn't a truth in any bit of it. That's why they're not pressing charges against me."

Mack said that the Sheriff's Department had investigated the incident and believed that there was not sufficient evidence to warrant action.

"In fact, Les' place does permit Mexicans in there and he has a lot of old customers," Mack said.

Quivas claimed in his complaint that "Les was agitated by another customer who asked Les why he let us (referring to five Mexicans) in the bar. Les replied, "This isn't a pool hall. If you want to play pool get your own table and put it over there (pointing toward the migrant camp)." " the complaint said.

The Equal Rights Division informed the migrants and Olivas that if they wanted to obtain a remedy in a civil court they would have to contact their own attorney. Olivas said he was considering such an action.

Governor's Panel Backs More Rights for Migrants

By David M. Skoloda
Journal Madison Bureau

Madison, Wis. — The rights of migrant and seasonal workers in Wisconsin would be increased under legislation endorsed here Tuesday by the Governor's Committee on Migratory Labor.

The proposed bill, drafted by the committee, would:

Guarantee 45 hours of employment in a two week period.

Require employers of farm workers to provide sanitation facilities in the field.

Prohibit the employer from preventing workers from receiving guests of their choice in employer provided housing.

Require overtime for hours beyond 5 per week—a provision stricter than provided for other segments of the state's workforce. It also would prohibit requiring workers to work more than six days a week, 60 hours a week or 12 hours per day.

The bill is sure to be controversial in the Legislature because it would apply to the hiring of local seasonal help according to Marvin P. Verhulst, committee member and counsel for the Wisconsin Canners and Freezers Association.

Verhulst warned the group — an advisory body created by the governor and whose members are appointed by him to represent migrant growers and agencies assisting migrants — that the difficulty of getting the bill passed would be increased if members approved a motion to include seasonal farmworkers in it along with migrant workers.

A migrant worker, as distinguished from a seasonal farm worker, is one who leaves an established place of residence temporarily to live and accept work elsewhere. Farm work in both cases is defined as the cultivation or harvesting of fruits or vegetables, production work in a food processing plant, nursery work, sod or Christmas tree cultivating or harvesting.

Local Residents

Verhulst pointed out that most of the seasonal workers in canning factories were local residents and that hybrid corn growers hired many young people locally for detasseling chores.

The Rev. Eugene L. Boutilier, committee member from Racine, said local workers should be included because they suffered from the same misuse as those employed from out of state.

The committee approved Boutilier's motion to expand the coverage.

The committee also voted to exclude employers from meeting the requirements of labor contractors if they recruit within the state.

According to the proposed bill, labor contractors would have to recruit with a written job offer approved by the Department of Industry, Labor and Human Relations (DILHR). The department would register and certify the contractors.

Reorganize Duties

The bill also would reorganize farm labor responsibilities in DILHR into a Division of Migratory and Seasonal Labor and create a Council on Migrant Labor as a successor to the governor-appointed committee.

In another action, the committee decided to study a proposal by the governor's office for the creation of an Equal Opportunities Office.

The proposal is the second attempt by the governor's staff to come up with a plan to coordinate the activities of the various human rights and minority group advisory councils such as the Migrant Committee, the Governor's Commission on the Status of Women and the Advocacy Committee on Children and Youth.

The committee urged the governor to include money for the committee in his proposed state budget. The committee has not been included so far, pending action on reorganization.

Can't Stall Hiring, Canners Contend

Staff Correspondence

Madison, Wis. – Canners and vegetable growers told state employment service officials Monday they could not take a chance of delaying their recruitment of migrant workers now to see if people laid off from other jobs would be available this summer.

Francis Walsh, administrator of the Employment Security Division, invited representative canners and growers to a meeting to discuss the issue because of growing local unemployment.

He said there were bound to be questions of why workers were brought from Texas while local residents were without work.

The growers and canners said they were sympathetic but needed a firm labor force in order to handle their crop. They begin recruiting at this time of year for next summer.

Alvin Randall, executive director of the Wisconsin Canners and Freezers Association, said he did not expect many employers to put off recruiting and see what happens in July.

He and others said they wondered if unemployed workers would be ready to work 45 hours to earn $100 in agricultural work when they could get $75 in unemployment compensation.

Some said that people laid off from other jobs could not be expected to have the experience necessary to do a good job picking crops. People working because they were laid off elsewhere would not be reliable, they added, because they would leave if their regular job opened again.

Gordon Marks, a Wautoma vegetable grower, said, "I couldn't plant one acre of pickles if I had to rely on local help for stoop labor. It takes a good three years to learn to pick pickles so they can make good wages."

Walsh said the Department of Industry, Labor and Human Relations would continue to watch the matter.

He said he thought that "people's demands in terms of jobs may change as the unemployment situation gets worse."

1 - 14 - 75

MIG. RECRUITING

Migrant Camp Ordered Closed

Journal Madison Bureau

Madison, Wis. — The Department of Industry, Labor and Human Relations (DILHR) issued closing orders Friday against what the department alleges is an illegal migrant labor camp operated by William and Roland Huebner in Juneau County.

This makes the third time in recent years that the department has acted against the Huebners. Last year, the brothers were charged with beating two migrant housing inspectors who were trying to serve camp closing orders on them. They pleaded no contest to charges of disorderly conduct, reduced from battery charges, in March.

William was fined $100, and Roland $150.

Found Guilty Earlier

Previously, the brothers had been found guilty in a civil action of failing to carry workmen's compensation. The state also obtained restrainig orders in 1972 against two camps operated by the brothers in Waupaca County because of violations of the state migrant housing code. A forfeiture of $500 was obtained.

The department claims that this year the Huebners, of Route 1, Nekoosa, and William J. Mesler, of Route 3, Edgerton, were providing housing for migrant workers in mobile homes that were not registered or certified as a migrant camp.

The closing orders also cited violations including lack of fire extinguishers and first aid kits, lack of wiring in some of the units and the need to trim weeds and provide garbage cans.

Camp Empty Friday

Lowell Nass, assistant attorney general who represents the department in migrant cases, said that a department inspector found the camp empty Friday. He said the department would seek a forfeiture in the case.

Roland Huebner said in a telephone interview that he did not operate a migrant camp, and that as of Saturday morning, he had not been issued any closing orders.

"We are getting our pickles picked by migrants, but we have nothing to do with their housing," Roland said.

"We had an inspector out here last week. but in his opinion, it was not a migrant camp," Huebner said. He said he was referring to a trailer court a private party owns and rents to migrants.

The department claims that the migrant camp is on land bought by the Huebners on land contracts from the H & M Development Corp., Route 3, Edgerton. About four acres containing the mobile homes was leased back by Mesler for the mobile home park, according to Nass.

US Court Suit Filed

A Texas based migrant worker who was promised a job by telephone last winter found neither a job nor housing when he arrived in Wisconsin with his family, according to a suit filed Friday in Federal Court here.

Nazario Guerrero, the migrant farm worker, charges that Ramiro Garza Jr., a labor contractor, violated the Federal Farm Labor Contractor Registration Act.

The suit also names Zulema Garza, Ramiro's wife, and Audas Garza, his uncle, as well as John T. Dunlop, US Secretary of Labor, and other Labor Department administrators.

The federal officials allegedly failed to enforce the Farm Labor Contractor Registration Act. The court is being asked by the class action suit to enjoin federal officials from failing to enforce the act.

Guerreso claimed that he was promised work at the Larsen Co. plant in Cambria, but that when he arrived, there was no job available for him. Housing was not discussed in the telephone call, but it ordinarily was provided in previous years, according to the suit.

THE MILWAUKEE JOURNAL *Saturday, August 30, 1975*

Waushara Argus, Wautoma, Wis., Sept. 18, 1975

Area Pickle Yield Tumbles After Record Dry Season

BY LIZ CRUSAN

Irrigation was the difference in this year's cucumber crop according to end-of-the year reports from area growers and agricultural specialists.

One-fourth of the non-irrigated pickles made it to the receiving station while non-irrigated fields produced only one-fifth of their usual crop.

"The yield from irrigated crops is relatively normal and the yield from the non-irrigated crops is relatively non-existent," said Lester Van Loon, county agricultural agent. "Roughly 75 percent of the irrigated cucumbers made it to harvest. This compares to only 25 percent of the non-irrigated crops. Non-irrigated fields usually have eight to 10 pickings but yielded only one or two this season."

Nearly 5,000 to 6,000 Waushara area acres are planted with cucumbers, representing approximately one-half of all pickles grown in Wisconsin. Nearly one-third of the fields are machine harvested; oth[illegible]

'Non-irrigated crops are relatively non-existent'...

are still harvested with the help of migrant labor. Now, in mid-September, nearly all have been picked clean as mechanical pickers are brought in to pick the last pickles and to clear the remaining vines.

"For the most part, the cucumbers were a good crop," said Gavin Weis, superintendent of the University of Wisconsin Experimental station. "We did have some problems when it was so dry towards the end of August. But most farmers use irrigation--the smaller ones without irrigation are not usually your vegetable farmers anyway. It's a good thing cucumbers don't require much water."

Weis, Van Loon and Mel Albright, county agricultural stabilization and conservation service (ASCS) director, said that few statistics on average cucumber crop yields and other production figures are available.

"This is one of the crops not yet assessed in the state statistical reports," Van Loon said.

"I would guess that the production totals or total acreage planted is probably no more or less than it was in the past," said Weis.

Despite the average crop yield predictions, most area growers report a drop in production whether or not irrigation was used.

Russell and Arlon Marks of the Marks Brothers Pickle Co., rural Wautoma, estimate a 280 bushel per acre yield this year compared to an average of 400 bushels. "We'll only get about 70 percent of what we usually have," Russell Marks said.

All but 20 of the 450 acres planted were irrigated. (The Marks brothers own about 400 acres and rent another 50.)

"There are some fields we didn't even go into," he said. "The vines never even got big enough to top over. There was just nothing on them. Even the irrigated fields. . . we can only irrigate 80 to 100 acres with each well and even if we irrigated the same fields the next day, we couldn't keep up with the drought. We could do the fields only about every sixth or seventh day. The ones we could go into every fifth day fared a lot better."

Arlon Marks explained that although he received more dollars per acre this season than in previous ones, the production costs were so high that they offset the profit.

"We probably had a 30 percent increase in utility costs alone," he said, "Fertilizer and labor costs are high too. Boy, you pay dearly for men and equipment. At $100 per day. . . We burned out a $4,000 pump engine with all the extra wear. This summer's use was equal to three years of normal wear on the equipment.

The two men went on to say that in a normal summer, the pickle crop would be irrigated an average of two times. This year, each field was watered at least five times causing the irrigation pumps to run for 19 to 21 hours per day at 400 gallons per minute from each of the five wells.

Marks Brothers pickles are hand-picked although machines are brought in at the end of the season to clean the fields.

Despite the profit loss, the Marks are slightly relieved by the lower production rate given around the state.

"Michigan had a bumper cucumber crop this year," Russell said, "Some growers with a surplus were selling into Wisconsin at giveaway prices. We were contracted at a set price anyway so it wouldn't really matter but to some growers it would. We could've been

in trouble if we also had a big crop."

"Of course the processers always like to make you think that they don't need your pickles," added Arlon.

Most of the Marks Brothers contracts are with the Chicago and Minneapolis areas.

Another Wautoma area grower, Norm Eger, reported a 20 to 25 percent pickle crop loss even with the aid of irrigation. Eger, who contracts with 10 local farmers for a total of nearly 400 irrigated acres, said that production was way down.

"All dry land crops were a complete wipe-out," he said, "Most were picked off once and never got another picking. Of the five non-irrigating farmers, two have averaged only $30 per acre which is nothing. That doesn't even cover planting expenses."

Continued on Page 3

THE LAST CARLOAD...Joe Meyer and Dan Gustin, both Almond, check the last semiload of pickles to leave the area Monday. The trucks of pickles left the Almond receiving station on their way to the Green Bay Food Co. plant in Green Bay.

The cucumber season closed with average yields reported thruout the county despite record temperatures and no rainfall.

Eger estimated a 350 to 400 bushel per acre yield compared to the usual 500 bushel per hand-picked acre. The area grower employs approximately 200 migrant laborers who began the annual pickle harvest in mid-July and finished last week. Most cucumbers are sent to Oconto or Waterloo.

"We had 25 acres that we didn't even go in on," he said, "This is the first time that's happened in the five years I've been here."

Eger said the irrigated crops were watered every five days from three wells and "Our electric bill amost doubled," he said.

Carl Lietz, Coloma, is a smaller grower than either Marks or Eger but with 100 acres of pickles, he shares common problems.

"Our 150 bushels per acre was lower than past production and our costs seemed to go up 500 percent," said Lietz, "I suppose we are about the same as everybody else."

The Coloma grower partly contracts his acreage but irrigates nearly all of it. All 100 acres are machine-harvested.

Lietz complained that his single well was not enough to cover all the fields fast enough thru the dry weather season. On the farm for 16 years, he employs eight persons and contracts most of his crop to Oconto.

A town of Dakota grower, Alan Wilcox, estimates that about one-half or one-third of his pickle crop was lost although the late rains did some good for the burned cucumbers.

"Now the pickles are beautiful," he said, "But the help isn't here to pick them."

Wilcox employs approximately 30 or more migrants who work his 40 acres of pickles. Most of the crop is contracted to Redgranite and Ripon.

"We started harvesting the third week in July," he said, "The usual peak is the third week in August but. . ."

The Dakota farmer estimated a 500 bushel per hand-picked acre in 1974.

"We're bringing in the machines to finish the fields," he said. "The season's over.

Paramount Farms, Plainfield, provide a sharp contrast to the small and medium-sized, hand-picked or machine-harvest growers.

"We have the highest acreage yield we've ever had," said John Laska, field manager for Paramount. "As the hybrid seed improves, we improve. We're up to 200 bushels per acre which is high for machine-harvested crops--in 1966, we had 75 bushels per acre. The seed company is always working on improvements and equipment companies have even followed our suggestions."

All 900 of the Paramount acres are irrigated and contracted with Green Bay Food Co. The farm also has 2,200 acres of potatoes and 30 to 35 irrigation wells.

The grower admitted that hot temperatures forced more irrigation for the cucumbers. The crops were watered six to seven times this summer compared with only three or four times in previous years.

"With the added irrigation, production costs were higher this year," Laska said.

Paramount uses the pickle crop to offset its potato production.

Paramount Farms is the largest grower to contract with the newly-constructed Almond receiving plant for Green Bay Foods.

"In fact," Laska said, "We're the reason that plant was put up here. All of their other contracts in this area only total about 400 acres."

The newly-opened Green Bay Food Co. receiving plant in Almond began operations July 20 and has completed its first season at its new location.

"We averaged about 10-12 truckloads with 800 bushels per load per day from the plant," estimated Arthur O'Shefsky, field operations director from Green Bay, "The new plant did well but expansion and other improvements have not yet been approved for 1976. We hope to know by Oct. 1."

O'Shefsky had earlier said that a maintenance shop would probably be built this fall and that a washing and hydra-cooling facility to reduce the field heat could be added next summer. He and Almond field manager, Robert Schwarz estimated that employment could total as many as 50 persons.

"We didn't have to go to a night shift," O'Shefsky said, "The season was spread out so we had a longer harvesting period. We were working some 12 hour shifts.

O'Shefsky would not comment on the total acreage contracted or the amount of bushel yield.

"I don't like to have everybody know what's going on," he said, "The growers know and it's not for anyone else."

While most growers agree that costs are up and production is down, Albright, administrator of the federal crop disaster program, can offer no consolation.

"We don't have anything or any program to offer," he said, "Pickles are not a price-supported crop like corn, oats, soy beans, etc."

Albright said that most farmers with any sizeable cucumber acreage had irrigation and those with smaller fields were not raising pickles as a main cash crop.

"It's a gamble," he said, "Pickles need some sandy soil--without irrigation you have to expect a total to partial loss. Un-irrigated pickles were almost a complete failure. Those farmers are just stuck. The only thing the government can offer them is a loan."

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Habla Espanol?

The sign reads: "Information for (farm) workers in the rest area ahead." It is one of four signs recently erected on the Interstate highway system in Wisconsin for Mexican-American migrant workers. The signs refer to publications, printed in Spanish, that list special programs and services for the migrants.

BEAVER DAM, WIS.
Page 14 — DAILY CITIZEN — Monday, February 10, 1975

DEATHS

Elwood J. Kiel

Elwood J. Kiel, 54, 502 Mary St., passed away suddenly on Saturday, Feb. 8 at Hillside Hospital. Funeral services will be held at United Methodist-Trinity Church on Tuesday, Feb. 11, at 2 p.m. with the Rev. William V. Stevens officiating.

Burial will be in Oakwood Cemetery. Friends and relatives may call at the Murray Funeral Home today from 4-9 p.m. and at the church on Tuesday from noon until the time of services. Please omit flowers.

There will be American Legion and 40 & 8 memorial services tonight at 7:00, and graveside military services tomorrow at Oakwood Cemetery by the John E. Miller Post 146.

Mr. Kiel was born March 30, 1920 in Franklin Township, Manitowoc County, the son of Mr. and Mrs. George W. Kiel. He married Joyce E. Marcoux on May 17, 1947.

Mr. Kiel was a former school teacher in Manitowoc County before beginning a 29-year career as the Manpower Specialist for the State of Wisconsin Department of Industry, Labor and Human Relations. He had been in the Beaver Dam office for the past 26½ years.

A member of United Methodist-Trinity Church, Mr. Kiel was a veteran of World War II, a member and past commander of John E. Miller Post 146, and a member and Jr. Grand Chef de train of the Dodge County Voiture 40 & 8. He was also the secretary of the State American Legion Bowling Association, a member of the State Employees Union and TAPES, a state fraternal organization.

Survivors include his widow, Joyce; one daughter, Mrs. Ray (Donna) Petersohn of Farmington, Mich.; two sons, Marshall, a student at Lakeland College in Sheboygan, and Brian of Madison; two sisters, Mrs. Earl (Marion) Larson of Chilton, and Mrs. Clifford (Betty) Beaupre of Manitowoc; two brothers, Milton of Manitowoc and Lester of Whitelaw; one grandchild; mother-in-law, Mrs. E.C. Marcoux of Wisconsin Rapids; nieces and nephews.

He was preceded in death by his parents.

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